

Healthier, happier, more connected lives

Chief Executive

Salary £111,522 – £115,958

Recruitment pack



www.slleisureandculture.co.uk

Vision, Mission and Values



An overview

Vision

Healthier, happier, more connected lives.

Mission

Improve health and wellbeing by offering attractive, affordable activities delivered with warmth, friendliness and individual pride.

Values

- **Do the right thing** Even when no one's looking.
- **Be a great team** Work together, share ideas, share mistakes, share successes.
- **Own it** Be accountable for outcomes good and bad. Don't pass the buck.
- **Be positive** Be hospitable. Make people feel good.

About SLIC

South Lanarkshire Leisure and Culture SCIO is Scottish Charitable Incorporated Organisation responsible for the operation, management and delivery of leisure and cultural activities on behalf of South Lanarkshire Council.

It has a 14 member board and its charitable objectives are to:

- provide, or assist in the provision of facilities for recreation, sport, cultural, social, or other leisure time occupation as are beneficial to the community, and in particular in conjunction with the local authority area of South Lanarkshire as defined in the Local Government (Scotland) Act 1994; and
- provide special facilities for persons who by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances may need special facilities.

The organisation currently employs over 1,600 members of staff and has an operational budget of around £37.5m per annum, delivering services in the following main areas:

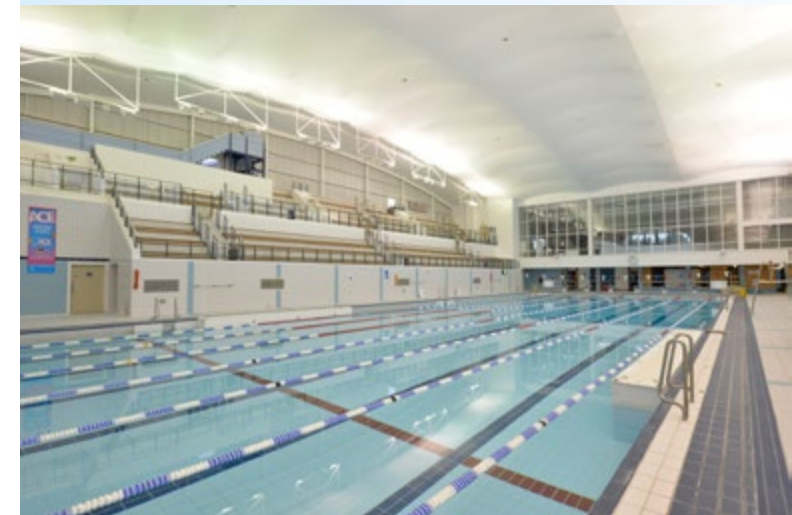
- Leisure, Culture, Museums, Arts, Sport and physical activity;
- Parks and outdoors;
- Libraries.

Key facts

14 Member Board

1,600 Employees

£37.5m Annual budget



About SLIC

Activities undertaken by SLIC are wide ranging and include the management of:

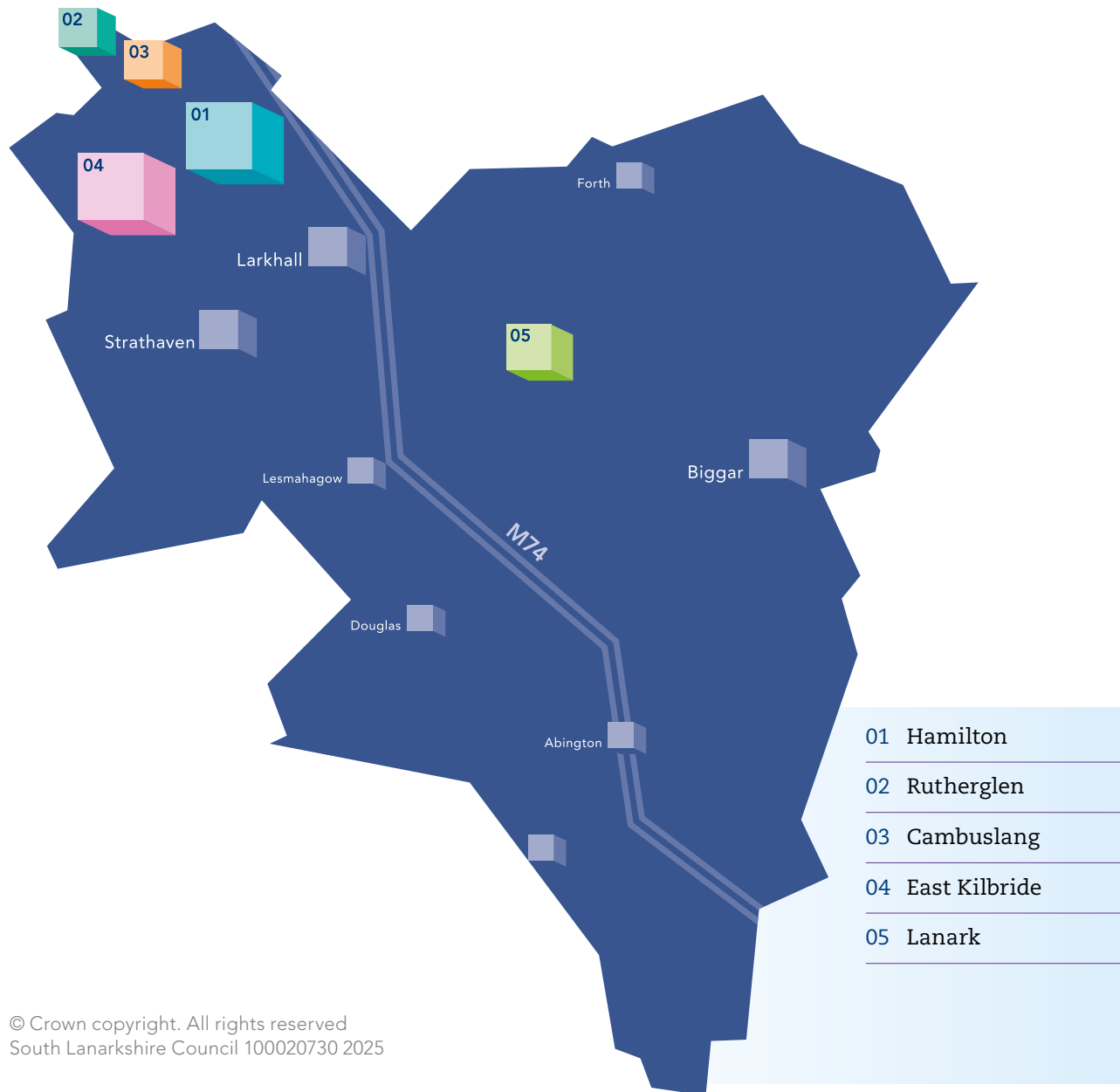
- 18 indoor leisure facilities including 17 fitness gyms, nine swimming pools and health suites, sports halls, an ice rink, two athletics tracks and outdoor five-a-side football pitches.
- Development Services including Active Schools, Health, Sports Development and Play Development.
- Five cultural venues namely; The Town House – Hamilton, Rutherglen Town Hall, East Kilbride Village Theatre, East Kilbride Arts Centre, Lanark Memorial Hall.
- Management and overview of 26 halls and integrated community facilities and the provision of community letting within primary and secondary schools.
- Arts Development section which delivers arts related projects, courses, classes, and festivals.
- 21 public libraries, home delivery and online library service.
- Outdoor facilities including over 100 sports pitches, an indoor synthetic pitch, nine bowling greens, a water sports centre, an Outdoor Resource Base and activity programme and seasonal activities such as tennis and putting.
- Two country parks and associated attractions including approximately 200 hectares of woodland trails and grazing rights at each park, a children's zoo and an 18th century Georgian hunting lodge.
- Six golf courses and a golf development centre.
- Low Parks Museum, a Visit Scotland 5 star graded museum and Hamilton Mausoleum, along with the management of South Lanarkshire Council's museum collection with over 100,000 objects and two museum stores.

Key facts

- 18** Indoor leisure facilities
- 100** Sports pitches
- 6** Golf courses
- 9** Bowling greens
- 9** Swimming pools
- 2** Country parks
- 2** Outdoor learning facilities
- 5** Cultural venues
- 26** Halls
- 21** Public libraries
- 100,000** Museum objects



About the area



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South Lanarkshire Council 100020730 2025

Key facts

Total population of South Lanarkshire

320,820

(2020)

Percentage of population under 16

17.3%

(2020)

Percentage of population aged 16 to 64

62.9%

(2020)

Unemployment rate

4.3%

(annual average for 2021)



Healthier, happier, more connected lives

We are looking for a Chief Executive to drive us forward

As a leisure and cultural trust, our vision is to provide opportunities to enrich people's lives – and we are looking for a new Chief Executive to drive us forward.

This is an outstanding opportunity for someone who has a proven track record of vision, leadership at senior level, combined with personal integrity, and an absolute focus on delivering high-performing services and achieving the best possible outcomes for the residents and communities of South Lanarkshire.

You will support and provide key recommendations to the Board of SLLC as it delivers leisure and culture services, in particular those delivered on behalf of South Lanarkshire Council's expectations.

You will be responsible for ensuring high quality sustainable services for the area, including indoor and outdoor leisure facilities, cultural venues, libraries, attractions, festivals and events, and play and sports development services. These services will contribute to healthy and active living and will ensure local people can access leisure and lifestyle opportunities that are based on their needs and expectations.

Suitable candidates for this challenging role will be able to demonstrate strategic leadership experience in the leisure and culture field and have experience of working with partners to achieve the highest levels of service delivery and customer satisfaction.

You will be educated to relevant degree standard or equivalent and possess a relevant or equivalent professional qualification.

For an informal discussion or to find out more, please contact Kay Morrison on 01698 454374.

Salary: £111,522 – £115,958

(initial placement will reflect experience and competence)

Reports to: Chief Executive

Location: Hamilton

Purpose of the Role:

- Responsible for provision of advice, guidance and recommendations to the Board on its decisions on policy, strategy and resource aspects of leisure and culture services,
- Responsible for strategic and operational leadership of SLLC in its delivery of the portfolio of agreed services, for ensuring high quality and sustainable services and for reporting on performance to Board and its Committees accordingly,
- Responsible for liaison and representation of the interests of the Board with multiple stakeholders, in particular with South Lanarkshire Council.

Main Accountabilities of the Role:

- To provide advice, guidance and recommendations, in particular to the Board of SLLC on policy, strategy and resource issues.
- To be responsible for strategic leadership for the delivery of agreed services to high quality, sustainable levels and within a recognised framework of risk management.
- To be responsible for the setting of targets, performance measurement and reporting frameworks to ensure high quality, sustainable models of services
- To liaise and provide Leadership in partnership working, particularly to ensure that the partnership with South Lanarkshire Council for services provided on its behalf are delivered to agreed levels

All applications for this post are online

Please note all correspondence will be sent to your email address.

Behaviours framework

Efficient

- Drives service improvement and innovation by communicating vision and a sense of purpose across area of responsibility
- Achieves efficiency savings, taking account of SLLC objectives and workforce planning requirements whilst improving outcomes for the communities of South Lanarkshire
- Develops services which have a positive impact on the physical environment of South Lanarkshire, ensuring sustainability of resources
- Adopts a non-bureaucratic approach to service delivery and encourage others to seek simple solutions to achieve objectives
- Adopts a project management approach when reviewing services and delivering change

Flexible

- Plans for the variability of service demand and resource availability ensuring the system has the resilience and capacity to cope with uncertainty
- Leads creative approaches in designing services and developing new ways of working which achieve efficiency and improvement
- Views and presents change as an opportunity to modernise and 'future proof' services
- Drives change by persuading and influencing others
- Understands the impact on change on others and becomes a focal point of support and guidance in times of uncertainty
- Takes responsibility for change and coaches others' to do the same
- Communicates facts to dispel rumours

Performing

- Focusses on strategic long term outcomes, anticipates changes in working practices and effectively manages transitions
- Works to achieve and vision of customer focus, improvement and excellence within the organisation, as well as with partners and other stakeholders
- Gives teams defined structures and clear direction, enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives
- Ensures that Health, safety and wellbeing are at the heart of approach and ensures that these principles are understood in the application of your strategic responsibilities

Working with Others

- Spends time building relationships with partners
- Facilitates board member involvement and consults with representative groups when formulating strategies
- Inspires a 'one team' culture
- Builds networks, locally regionally and nationally to help provide support and expertise by shaping and driving forward agendas and addressing concerns
- Role models inclusive leadership; respecting colleagues, partners and customers and treating people according to their needs
- Engages with communities, internal and external partners ensuring the full range of views are taken into account
- Understands the importance of communication, evaluates its effectiveness and takes steps to improve; leading and encouraging open communication at all levels in the organisation
- Understands that respectful challenge and makes own case whilst recognising the concerns of others

Leading

- Is visible and accessible to employees
- Is a role model for inspirational leadership
- Builds commitment and engagement to improve team cohesion and outputs
- Demonstrates sensitivity and good judgement in decision making and relationships
- Is able to take difficult decisions in complex and challenging situations for the best interests of the organisation
- Evaluates resources, options and consequences in decision making
- Communicates positive messages about the organisation, acting in its best interests and being an ambassador for South Lanarkshire
- Understands the power and authority that comes with the role and adapts behaviour to ensure interactions with others are positive and empowering
- Coaches and mentors others and has continuous learning and development as a key priority for the organisation
- Is an ambassador for South Lanarkshire Leisure & Culture

Position requirements

Qualifications:

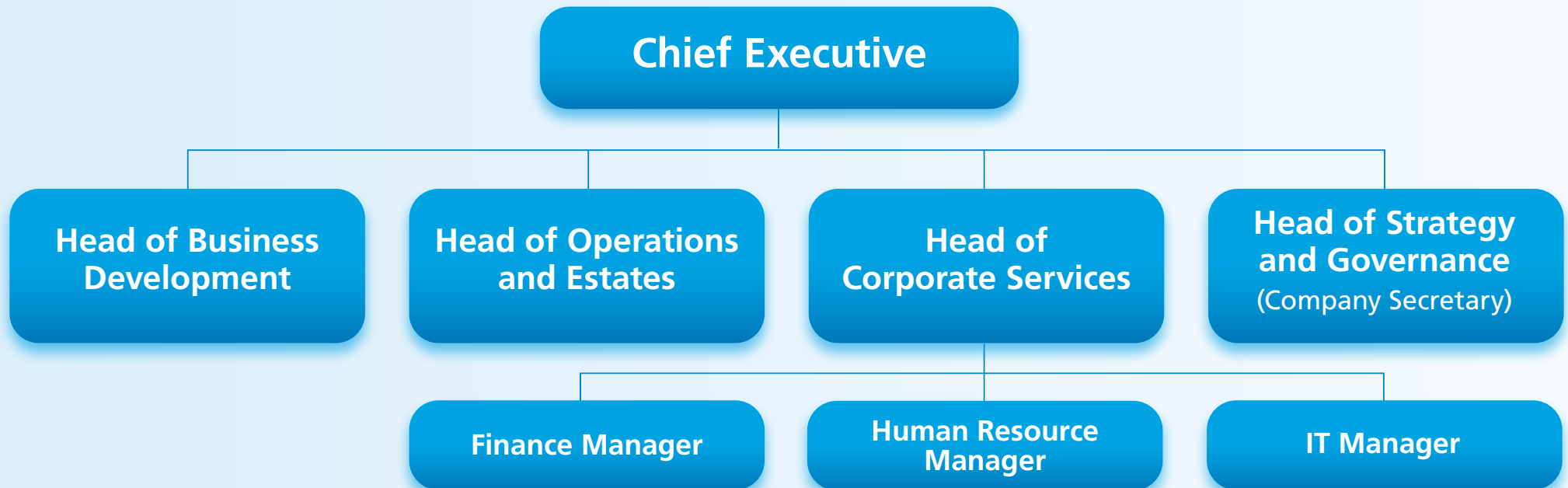
Educated to degree standard and/or equivalent and relevant professional qualification

Politically Restricted:

This post has been politically restricted in terms of the Local Government and Housing Act 1989.

Service structure

South Lanarkshire Leisure and Culture Business functions



Employee benefits

Working for South Lanarkshire Leisure and Culture

As an employee you would also receive a wide range of benefits including:

- Enrolment in award winning local government pension scheme (SPFO)
- Up to 33 days annual leave
- Public holiday entitlement (up to 10 days)
- Occupational sick pay
- Family friendly policies – flexible working, maternity/paternity leave, enhanced leave
- Employee Discounts – including discounts at the cinema
- Range of benefits to support you (Cycle to Work Scheme, Physiotherapy, Employee Assistance Program which offers practical and emotional support)
- Hybrid working



Further information

You can find more detailed information about South Lanarkshire and SLLC by following these links:

[South Lanarkshire Leisure and Culture](#)

[South Lanarkshire Council website](#)

[South Lanarkshire View](#)

[South Lanarkshire Health and Social Care Partnership](#)

[South Lanarkshire Community Planning Partnership](#)



[**www.slleisureandculture.co.uk**](http://www.slleisureandculture.co.uk)

If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

Phone: 01698 476262

Email: customer.services@southlanarkshireleisure.co.uk



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